



SHETH LALJI DAYAL AMALGAMATED TRUST'S
LILAVATI LALJI DAYAL NIGHT COLLEGE OF COMMERCE

375/77, Sardar Vallabhbhai Patel Road, Mumbai – 400 004. Tel.: 022 – 2382 7615/ 3507 7382

E-mail: lldhs2000@gmail.com/ info@lldhs.in

Website: www.lldhscoc.in

Govt. Order No.: NGC 2018 / (100 / 18) MHSI-4

Univ Affiliation No.: AFF / ICD / 2018-19/ 731

Ref. No. _____

Date: _____

CRITERIA - 7
INSTITUTIONAL VALUES &
BEST PRACTICES





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7.1
INSTITUTIONAL VALUES AND
SOCIAL RESPONSIBILITIES





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7.1.1

**Institution has issued Gender
Audit and Measures for the
Promotion of Gender Equity**



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1	Gender Audit
2	Report of Gender Audit
3	Measures for the Promotion of Institutional Gender
4	Gender Equity in Curriculum Activities
5	Gender Equity in Co-curricular Activities
6	Committees for look after the Issues regarding Gender Equity
7	Gender Audit in 500 words




(In-Charge Principal)
Sheth Lalji Dayal Amalgamated Trust's
Lilavati Lalji Dayal Night College of Commerce
Cherni Road, Mumbai - 400 004



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7.1.1 Institute has initiated the gender equity & sensitization in curricular and co – curricular activities, facilities for women on campus for last five years.

I – Gender Audit

I – 1 Institutional Policy for Gender Audit

I – Gender Audit

Institution follows –

“A MANUAL FOR GENDER AUDIT FACILITATOR’ by International Labour Organisation. Institute link:-

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_187411.pdf




(In-Charge Principal)
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7.1.1 Institute has initiated the gender equity & sensitization in curricular and co – curricular activities, facilities for women on campus for last five years.

Women Development Committee of Lilavati Lalji Dayal Night College of Commerce:

Women Development Committee		
Staff Name	Designation	Appointed as
Ms. Jennifer D'Cruz	I/C Principal	In Charge
Ms. Aarati Pugaonkar	Assistant Professor	Member
Ms. Nada Patel	Assistant Professor	Member
Ms. Veena Singh	Assistant Professor	Member
Ms. Namrata Bhalerao	Assistant Professor	Member




(In-Charge Principal)
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Date: _____

Sexual Harassment Committee of Lilavati Lalji Dayal Night College of Commerce:

Sexual Harassment Committee		
Staff Name	Designation	Appointed as
Ms. Jennifer D'Cruz	I/C Principal	In Charge
Ms. Tanvi Thakkar	Assistant Professor	Member
Ms. Neha Kazi	Assistant Professor	Member
Ms. Namrata Bhalerao	Assistant Professor	Member




(In-Charge Principal)
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Date: _____

Internal Quality Assurance Cell (IQAC) Committee of Lilavati Lalji Dayal
Night College of Commerce:

IQAC Committee		
Staff Name	Designation	Appointed as
Ms. Jennifer D'Cruz	I/C Principal	Chairperson
Mr. Jayprakash Maurya	Assistant Professor	IAQC Coordinator
Ms. Namrata Bhalerao	Assistant Professor	Teacher Representative
Ms. Veena Singh	Assistant Professor	Teacher Representative
Ms. Nada Patel	Assistant Professor	Teacher Representative
Ms. Priyanka Panchal	Administrator	Member Representative of Management
Ms. Vipula Patil	Senior Accountant	Administrative Office Members
Mr. Ganesha Pujari	Accountant	Administrative Office Members
Mr. Zaveri	Society Member	Local Society Member
Mr. Ashish Singh	Student	Current Student
Mr. Amar Ray	Student	Alumni




(In-Charge Principal)
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Gender Audit Report
Academic Year 2022-2023

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3	Institutional Policy for Gender Audit
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4a	Gender Equity through Curriculum Activities
4b	Gender Equity through Co-curricular Activities
4c	Facilities for Women on the Campus
4d	Committees looking after Gender Equity
5	Gender Audit Report in 500 words




(In-Charge Principal)
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Gender Audit Report (2022-2023)

1. Introduction of the Institution: Sheth Lalji Dayal Amalgamated Trust's Lilavati Lalji Dayal Night College of Commerce.





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About Institute	
Establishment of Degree College (Year)	2018
Courses offered by College	1. Bachelor of Commerce (B.Com) 2. Bachelor of Commerce in Accounting & Finance (BAF) 3. Bachelor of Management Studies (BMS)
Affiliating University	University of Mumbai
Management/ Governance Body	Gujarati Minority Institute
Nature of Institute	Self Finance (Un-aided)
Education Status	Co-education (for both boys & girls)
Minority Status	Gujarati Linguistic Minority Institute




(In-Charge Principal)
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Gender Audit Report (2022-2023)

2. Report on Gender Audit:

● About Gender Audit-

A Gender audit is process related to gender equity It is process of assessing policies, practices and procedures in an organization that especially address the issue related to woman. It is tool to assess and check the institutionalisation of gender equality into organization. It includes its policy/policies, programmes, project and/or provision of securities, structures, proceedings etc.

● Importance of Green Audit:

1. To understand the main gender biases
2. Gender equality state of art at an organization analysed
3. It would pay attention to different issues such as the status of the gender equality in the policy and design making structures, organizational culture and process
4. To understand the different issue towards the gender equality
5. To provide the picture of the present situation from a gender perspective



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Gender Audit Report (2022-2023)

3. Institutional Policy for Gender Audit

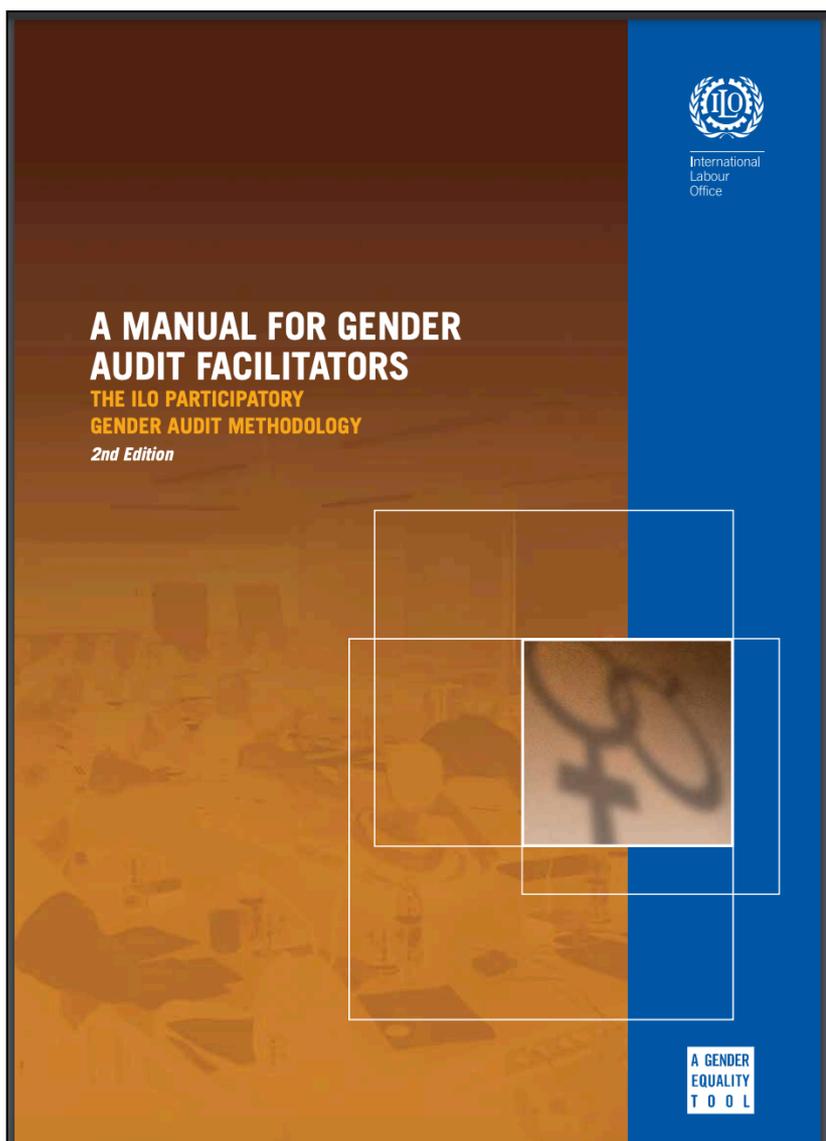


Fig-No:- A Manual for Gender Audit facilitation by International labour organization.




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Gender Audit Report (2022-2023)

Institute follows policy of Gender Audit as per 'A Manual for Gender Audit facilitation by International labour organization.

- A) HEI and classroom physical environment
- B) HEI and classroom learning environment
- C) Teacher - Student- Interaction in curriculum, co-curriculum and extension evaluation activities.
- D) HEI and facilities provided to girl students preferably

Areas of Auditing	Student Gender Demographics
	Staff Gender Representation
	Gender Dynamics and Structures
	Curriculum Initiatives for Gender Awareness and Equality
	Co-Curricular Programs Promoting Gender Equality
	Women-Friendly Campus Facilities




(In-Charge Principal)
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Gender Audit Report (2022-2023)

Facilities for Women on Campus

- A. Common Rooms for Girls
- B. Co-Educational Classroom Seating Patterns
- C. Co-Educational Library Spaces
- D. CCTV installed for Security purpose
- E. Protective Officers
- F. Sanitary Pad Napkins Vending Machine installed in Washroom
- G. Gymkhana sports and cultural shared spaces/trips.
- H. Equitable participation on administrative and academic panels for both boys and girls.

Verified by Committee:

Name of the Member	Designation	Signature
Ms. Jennifer D'Cruz	Chairperson	
Ms. Nada Patel	Member	
Ms. Veena Singh	Member	
Ms. Namrata Bhalerao	Member	
Ms. Aarati Pugaonkar	Member	



(In-Charge Principal)
Sheth Laji Dayal Amalgamated Trust's
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Chennai Road, Mumbai - 400 004



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CRITERIA
7.1.1 B
Measure for Promotion of Gender
Equity





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A) Curriculum Activities:

1. Co-education: Co-education refers to the integrated education of boys and girls in the same institution. It promotes equality by allowing students of different genders to learn and interact together. This encourages mutual respect and understanding among students. Co-education also helps in breaking down gender stereotypes, fostering a more inclusive environment.




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2. Add on courses relating to Gender Equity: As a part of Educational offering, Lilavati Lalji Dayal Night College of Commerce offered subjects which has Gender related issues and its practical aspects in curriculum. Foundation Course is one of the subject which concerns and deals with Gender Equity and Equality among all. It also studies various topics where co-education is concern.

3. Issues with Crossover: Gender-based issues were addressed through ASL, with classes designed to complement the curriculum. These sessions aimed to increase awareness of gender equality. Women's rights were explored through legal education and gender equality literature.

4) Equal Opportunities: In coeducational environments, all students are provided with fair and unbiased chances to succeed, fostering an atmosphere free from gender discrimination.




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15th August - Celebrating Independence Day



A) Measures taken by Lilavati Lalji Dayal Night College of Commerce through Curriculum Activities:

- 1. Cultural Activities** - Lilavati Lalji Dayal Night College of Commerce ensures that all students, regardless of gender, have equal opportunities for involvement and presentations. The cultural programs are designed to be inclusive, promoting gender equality among everyone.



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Celebrating Fresher's Party



Navratri/Garba for Students





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Industrial Visit to Silvassa



Inter-collegiate Participation





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Participation in National Days - Republic Day



Celebrating International Yoga Day





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Extension Activities - Beach Cleaning Campaign



Tree Plantation



(Signature)
(In Charge Principal)
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Educational Trips & Visits - Go Cheese Company, Pune



Educational Visit - SEBI, Mumbai





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Industrial Visit - Millenium, Silvassa




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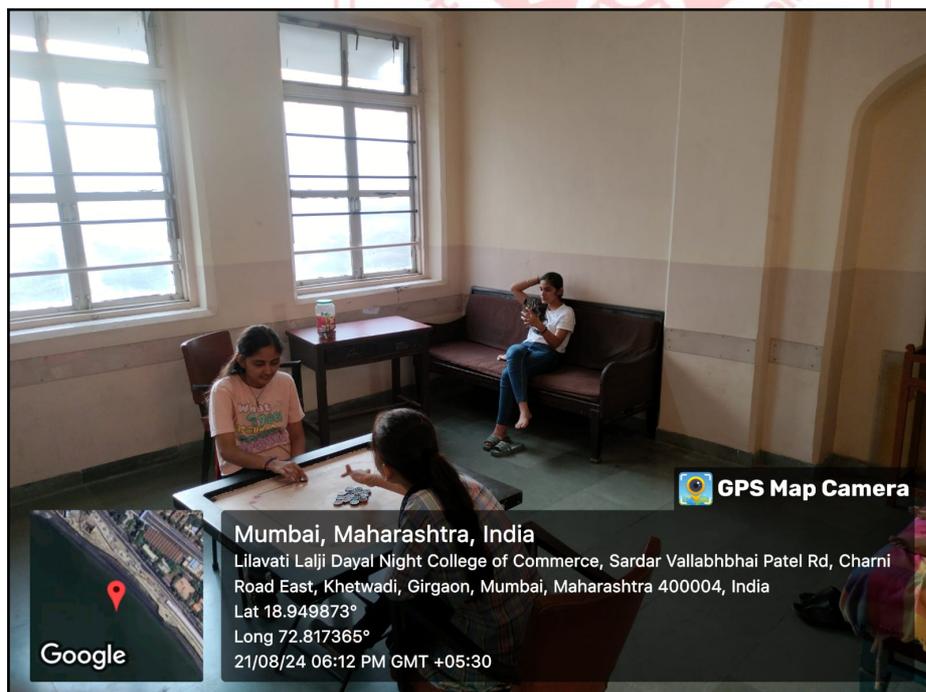
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B) Measures for the promotion of Gender Equity through facilities for women on Campus

Facility of Co-education in the Library



Girls Common Room





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Girls Washroom



CCTV on Campus





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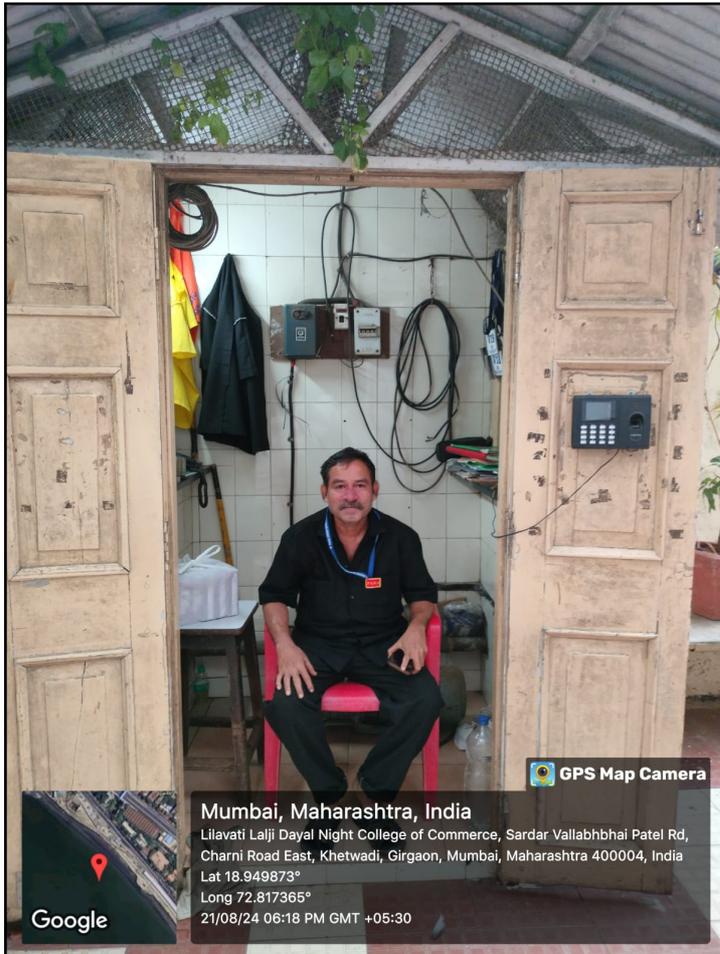
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Security at the Campus



Sanitary Pad Dispenser





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The institution has launched two key initiatives:

- conducting a gender audit report and
- implementing measures to promote gender equality through extracurricular activities, curriculum-based programs, and women-focused initiatives.

The gender audit serves as a tool to evaluate and verify the college's commitment to institutionalizing gender equity. The organization employs a gender mainstreaming approach to analyze gender patterns within the institution. A gender audit committee was formed to oversee this process, with four experienced members appointed to lead the effort.

The committee includes Ms. Jennifer D'Cruz, Ms. Veena Singh, Ms. Namrata Bhalerao & Ms. Nada Patel from the host institution, Lilavati Lalji Dayal Night College of Commerce.





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Despite this, gender equity appears to be well-established within the college, particularly among students and staff. The institution emphasizes female empowerment and does not exhibit bias against women in admissions or administration. The college's curriculum reflects a strong commitment to gender equity, with coeducation being a significant step toward achieving this goal. The focus of cross-cutting issues and add-on courses within the curriculum is consistently on gender equity and awareness.

On Women's Day, the committee noted that curriculum development at the college level actively promotes gender equity. Social, sports, cultural events, extension programs, and other activities are encouraged without regard to gender, ensuring an inclusive environment for all students.

Extracurricular Initiatives for Promoting Gender Equality at Lilavati Lalji Dayal Night College of Commerce

The gender composition among staff shows that 70 percent are women, which is also considered a justified and satisfactory ratio. Being Night college, college always tries to get maximum female admission but has achieved more than 25% of female population in Degree Section of the Institution.

Campus Facilities for Women The college provides various amenities to support women, including a communal room for girls, coeducational seating arrangements in classrooms, shared library spaces, and CCTV installations for security.




(In Charge Principal)
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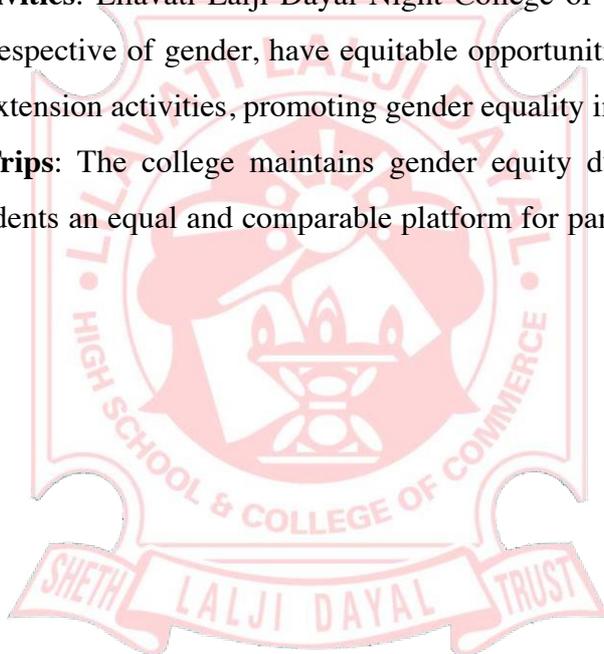
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Strategies to Promote Gender Equity in Curriculum Activities

- **Educational Initiatives:** Regardless of gender, Lilavati Lalji Dayal Night College of Commerce offers students equal opportunities for participation and expression in all cultural programs, ensuring that these events are gender-inclusive.
- **Sports Participation:** The college provides an equal platform for all students to participate in sports activities and use sports facilities, ensuring gender parity in this area.
- **Extension Activities:** Lilavati Lalji Dayal Night College of Commerce ensures that all students, irrespective of gender, have equitable opportunities for involvement and expression in extension activities, promoting gender equality in these programs.
- **Educational Trips:** The college maintains gender equity during educational trips, offering all students an equal and comparable platform for participation, regardless of gender.




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